

Outlook

The University of Maryland at College Park Faculty and Staff Weekly Newspaper • Volume 11 Number 12 • November 19, 1996

Barbara Hope: Managing the Campus Data

If there's one thing this university has a lot of it's data. The campus boasts any number of data bases where all the numbers, names, pertinent information and, well, data, are stored.

But a campus-worth of databases without some central management can lead to a host of problems, especially when it comes to ensuring the accuracy and reliability of that data.

No one knows this more than Barbara Hope, director of data administration. Since her appointment in April to this newly-created position, she has been attempting to coordinate all of the pieces in the database management puzzle.

Hope's post was created directly as the result of a recommendation by a CQI team charged with examining the campus's current academic databases and data collection procedures. Based



Barbara Hope

on their findings, the team then made recommendations to increase accuracy, reliability and access to meet campus and user needs.

In her new position, Hope reports to both the vice president for academic affairs and the vice president for admin-

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Helping Others through Maryland Charities

Elaborating on the theme "Helping Others ...Helping Ourselves," the university kicked off its 1996 Maryland Charity Campaign on Nov. 1.

The Maryland Charity Campaign is a statewide charitable giving program for state employees. It provides one with the opportunity to participate in an effort to support more than 275 charitable agencies around Maryland. These agencies are currently helping more than 600,000 needy individuals every year.

Each day someone depends on a charitable agency for assistance. Such assistance may be in the form of shelters for homeless individuals and families, advice and comfort to victims of domestic violence, protection for abused children, hospice care for cancer patients or emergency assistance provided by the Red Cross. These are a few examples of the many ways the contributions support friends, neighbors and members of the community.

Each department has designated a coordinator to carry out each unit's campaign. He or she will prove a pledge and leadership giving cards and a directory of charitable agencies. Your coordinator should establish a goal for your department, answer any questions you may have about the campaign, keep you informed about your department's progress toward achieving that goal, as well as collect your pledge card and contribution prior to the end of the campaign. Employees are encouraged to review the Maryland Charity Campaign Directory and select the charities you wish to support. As an added convenience, it is possible to make contributions through the payroll deduction process.

The university's campaign continues through Dec. 1. Participation is encouraged, but whether or not you choose to participate, pledge cards

Five Faculty Awarded Distinguished Research Fellowships

Five faculty members recently were named 1996 Distinguished Faculty Research Fellows under a program initiated this year. The announcement was made by the Office of the Associate Provost for Research and Dean of the Graduate School.

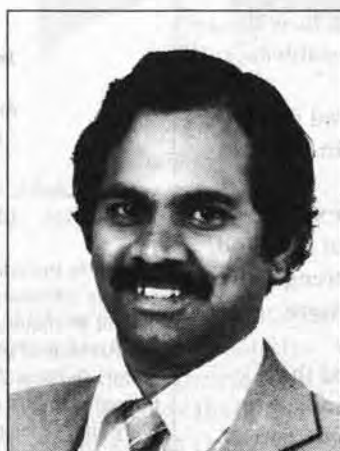
This new fellowship was created this year to recognize outstanding faculty researchers who have attained international prominence in their fields. It is part of the university effort to encourage and reward emerging academic "stars" at a time when budget constraints limit the university's ability to reward its many productive faculty.

Each will hold the title for two years and receive an unrestricted grant of \$5,000 for each year.

Ramalingam Chellappa

College of Engineering

Chellappa, professor of electrical engineering and affiliate professor of computer science, is associate director in the Center for Automation Research and the Institute for Advanced Computer Studies. Prior to joining the University, Chellappa was associate professor and director of the



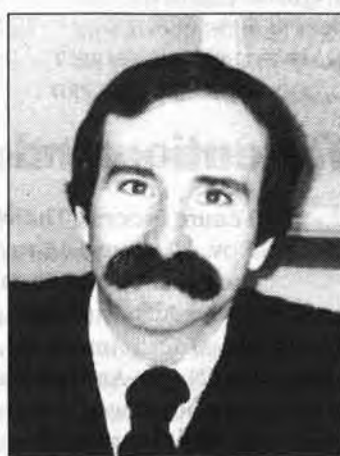
Ramalingam Chellappa

Signal and Image Processing Institute at the University of Southern California. He is the recipient of several awards, including the 1985 NSF Presidential Young Investigator Award, a 1985 IBM Faculty Development Award, the 1991 Excellence in Teaching Award (from USC's School of Engineering) and the 1992 Best Industry Related Paper Award from the International Association of Pattern Recognition (with Q. Zheng). He is a Fellow of the Institute of Electrical and Electronic Engineers and the International Association for Pattern Recognition. He is also a member-at-large of the Board of Governors of the Institute of Electrical and Electronic Engineers Signal Processing Society.

Bruce Golden

College of Business and Management

Golden, professor in the College of Business and Management, joined the faculty of the College in 1976. From 1980 to 1996 he served as chair of the department of management science and statistics and in 1983 was named a Westinghouse professor. Golden



Bruce Golden

has been an affiliate professor in the civil engineering department for three years and an active member of the Applied Mathematics Program since the late 1970s. His research interests include network optimization, distribution management, heuristic search and applied operations research. One theme that unifies much of his research is the exploration of the interface between operations research and computer science. Golden serves on numerous editorial boards as associate editor or advisory editor. In addition, he is editor-in-chief of the *Inform Journal on Computing*. Golden has been the recipient of numerous awards while at the University of Maryland, including the 1994 Thomas L. Saaty Prize and the 1995 Outstanding Service Award from the College of Business and Management.

Celso Grebogi

College of Computer, Mathematical and Physical Sciences

Grebogi is a professor in the department of mathematics with joint appointments in the Institute for Physical Science and Technology and the Institute for Plasma



Celso Grebogi

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Fall is PRD Midway Feedback Time

The campus is now halfway into its first full cycle of the Performance, Review and Development process. All supervisors of non-faculty employees should have already completed the expectation-setting meetings with their employees as a part of the current review period which covers March 15, 1996 through March 14, 1997.

This review period is important because according to PRD policy, "performance information collected under the context of PRD shall have an important weight in the allocation of performance-based rewards and outcomes."

This spring, pay-for-performance decisions for non-faculty employees (non-exempt staff, associate staff, academic administrators and officers) will be made consistent with PRD evaluations and the FY98 salary guidelines established for the campus. In accordance with PRD policies, supervisors must

conduct a Midway Feedback session during the review period. The purpose of this meeting is to appraise employee performance through the initial phase of the review period, helping to guide and manage expected performance.

The goal of the Midway Feedback session is not for the supervisor to make a formal evaluation, but rather to discuss potential ratings in preparation for the end-of-cycle performance review, thus avoiding surprises. If the employee is on target for current expectations or goals, then the supervisor can work with the employee to ensure the employee will maintain the level of performance, or even work to exceed those levels.

If the employee is below expectations in some areas, the Midway Feedback session is an excellent opportunity for the employee and supervisor to communicate about those problem areas and develop an action plan or training and development plan to work toward improving performance. In either case, the opportunity to "touch

base" in a meeting without other distractions is vital to ensuring clear communication and understanding about unit goals and individual work expectations.

During the meeting, the supervisor and employees should review performance expectations established at the beginning of the period, or any that

have been added or amended since, as well as discuss the employee's performance in each area.

A key part of the meeting is the employee self-assessment. The employee must conduct a self-appraisal for discussion during the Midway Feedback session. A self-



Marvin Pyles

assessment cover sheet is sent to each campus department and a copy of this cover sheet should be distributed to all non-faculty employees (non-exempt staff, associate staff, academic administrators and officers) who are evaluated with the PRD process.

Prior to the Midway Feedback session, the employee shall attach a self-assessment cover sheet to his or her copy of performance expectations. Using the self-assessment cover sheet, the employee should conduct a self-appraisal and then enter the Midway Feedback session ready to discuss performance with the supervisor.

Employees and supervisors are encouraged to use their PRD Handbook as a reference guide for the Midway Feedback session. The handbook contains checklists and information to help in the planning and completion of the feedback sessions and the self-appraisal.

For more information, contact Personnel Services at 405-5686.

—MARVIN LEE PYLES IS THE PROJECT COORDINATOR FOR PRD

Historic Preservationist Donates Personal Library and Papers

Frederick Rath Jr., an American historian with a specialty in historic preservation, was honored by the university Nov. 6, in celebration of his designation of the University Libraries as the future repository for his personal library and archives. The occasion also marked the 10th anniversary of the moving of the National Trust Library (NTL) Collection from Washington, D.C., to the campus.

At a luncheon hosted by Pres. William E. Kirwan, the Frederick L. Rath Jr. Papers were officially established, heralding the University Libraries' future as an established center for the study of preservation, theory, practice and history, and of the individuals who have shaped this movement. The papers will be located in the Libraries' Archives and Manuscripts Department and associated NTL Collection.

Among those who attended the luncheon and spoke were Richard Moe, president of the National Trust for Historic Preservation and Charles Lowry, dean of University Libraries.

A graduate of Dartmouth College and holder of a master's degree from Harvard University, Rath, who lives in Cooperstown, N.Y., spent his early training with the National Park Service in various historic sites including Morristown, Fort Pulaski, Vicksburg, and after World War II, at Roosevelt-Vanderbilt. During the war, he served for four years with the American Field Service in Syria and Africa and with the U.S. Army in Europe.

In 1948 Rath became executive secretary of the National Council for Historic Sites and Buildings which was seeking a Congressional charter for the National Trust for Historic Preservation. When the legislation received presidential approval in 1949, he became the Trust's first director, serving until 1956.

For 16 years thereafter Rath was vice director of the New York State Historical Association and Farmers' Museum in Cooperstown. In 1972 he

assumed responsibility for the historic preservation program in New York State as Deputy Commissioner in the Office of Parks, Recreation and Historic Preservation, setting up a comprehensive program for state sites, and as deputy state historic preservation officer, working with the Federal government.

Between 1979 and 1987 Rath was the chief executive officer of the Eastern National Park and Monument Association, a nonprofit educational service organization cooperating with the Park Service in developing, publishing or procuring interpretive materials for sale in parks. In recent years Rath has been active in research, writing, editing and preparing his papers for deposit at the University Libraries.

Rath's awards include the Bronze Star Medal and the Conservation Service Award of the U.S. Department of the Interior. He has also edited and co-edited several publications.

Having grown since 1949 to become a premier collection of preservation books, periodicals and ephemera, the NTL Collection was established at the College Park campus in 1986. Located on Floor 3M in the McKeldin Library, NTL is a nationally recognized and actively growing resource center, providing preservationists with reference and referral services and online bibliographic information. Annually, hundreds of visitors and thousands of electronic users depend on the NTL for their research needs.

Correction

The Halloween photo spread in last week's issue identified Kevin Schenk as managing the chemistry department's stockroom. Schenk is a physical science technician. Charles Jenkins is the manager of the chemistry department's stockroom.

Targeting Minority Student Retention and Recruitment

The Office of Graduate Minority Education (OGME) is launching two new initiatives to emphasize their goals of student recruitment and retention.

The first activity, a Faculty Partners Program, was held on Sunday and Monday, Nov. 17 and 18 at the Inn and Conference Center. Johnetta Davis, associate dean of Graduate Studies and director of OGME, states that the goal of this initiative is to meet with a group of well-placed faculty in selected institutions and have them agree to a long-term relationship with us to assist in recruiting outstanding minority students for our graduate programs and to help us with post-doctoral and faculty placement of our graduates."

The idea for this project, says Davis, is the outgrowth of a survey of new graduate students who were asked to list those factors that most influenced their choice of graduate school. Their list included the usual...reputation of the institution, ranking of the department, quality of the faculty. When asked to rank order reasons for their choice of graduate school, each student cited in the first three rankings, "my faculty adviser told me to come here." This group are the faculty advisers of our potential graduate students.

This new recruitment activity is organized with the support of the Campus Wide Recruitment Committee composed of a representative from each college.

The second activity, designed to enhance graduate student and faculty retention, features a workshop of two panel discussions on Surviving Graduate School and Negotiating the

Tenure Process. The workshop will be held on Wednesday, Nov. 20, from 4:15 to 6:30 p.m. in the Multipurpose Room of the Nyumburu Cultural Center.

Graduate students, post doctoral fellows and faculty who are African American, Asian American, Hispanic American and Native American, as well as all other interested persons, are encouraged to attend.

The first panel discussion will consist of currently enrolled graduate students and recent alumni who will discuss their experiences and offer their insights and strategies for meeting the demands of graduate student life. Panelists will tackle topics such as adjustment, how to form student groups, how to choose a faculty mentor, coping with anxiety and establishing priorities.

The second panel consists of experienced, tenured faculty who will discuss post employment issues involved in negotiating the tenure process.

Chontrese Doswell, associate director of OGME explains that "through open lines of communication between new and continuing graduate students and faculty, we will strengthen the retention of students to graduation and tenure more young faculty."

Dean Ilene Nagel, in her letter of invitation, stated that "the workshop has the potential to make a lasting impact on the campus and to meet a special goal of the Strategic Plan for the University."

UNIVERSITY OF MARYLAND AT COLLEGE PARK

Outlook

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

Vice President for Institutional Advancement
Reid Crawford

Director of University Relations
Roland King

Editor
Jennifer Hawes

Assistant Editor
Londa Scott

Layout, Design & Production
Ginger Swiston

Letters to the editor, story suggestions and campus information are welcome. Please submit all material at least two weeks before the Tuesday of publication. Send material to Editor, Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4629. Electronic mail address is outlook@umdacc.umd.edu. Fax number is (301) 314-9344.



Women in the Academic Community

President's Commission on Women's Issues Establishes Two-Year Working Theme

Last August, during one of the summer's flood-producing rainstorms, a dedicated group of women schlepped through the water and muck to attend the President's Commission for Women's Issues (PCWI) retreat. An annual event, the retreat is, among other things, a chance to establish goals and plan for the coming year.

As a means of guiding the PCWI, the commission decided that day to adopt a working theme for the next two years. "We wanted something to direct our efforts, a theme we could come back to that would facilitate our work and give us a clearer focus," says Nancy Struna, president of the commission.

Women in the Academic Community is the theme the group chose. This working theme that guides the commission states, in part, "Women are vital to the University of Maryland academic community, as faculty members, students, classified and associate staff and administrators. Each group has distinctive roles in the community, but all are interdependent as well. No woman works or learns in splendid isolation. Indeed, we are, or could be, a community within the larger academic community, a community of women."

Struna, who serves as president from 1996-1998, notes that during the biennium, the commission hopes to invigorate this community of women and to recognize the multiple contributions to and achievements of women within the academic community.

One of the primary actions the commission has planned to take on behalf of women in the community is a Campaign for Civility. A campaign originally focused on women classified staff, the campaign has expanded to include other women in the community, such

as students and associate staff.

"There are numerous women, staff members especially," says Struna, "who do not believe their efforts are respected." And there are other women, including students who express similar concerns, she says.

Struna notes that President William E. Kirwan has established a committee to address employee morale. The Continuous Quality Improvement group is also looking at the issue of civility. "The same set of notions has surfaced in various groups," says Struna. "It's an issue whose time has come, if you will."



Nancy Struna, PCWI Chair

Struna says the PCWI civility campaign committee, chaired by Roberta Coates, will probably end up working with the president's committee and the CQI team. "We need to link up," she says. [Coates is expected to offer a current report on the commission's campaign for civility at the Nov. 27 PCWI meeting.]

An associate professor of kinesiology, Struna has been with the university since 1982 and is a former member of the PCWI. She was appointed president of the commission by Kirwan. This semester, she is on sabbatical, but is still devoting her energies to the commission.

Calling herself a "social historian of sport," Struna is the author of the recently published book *People of Prowess: Sport, Leisure & Labor in Early Anglo-America*.

When Struna and Kirwan initially met, the two discussed "the kinds of things he would like to see the commission do. We do advise him on the problems as well as what's going well."

Included in the working theme plans are a series of receptions over the next two years to recognize the different "subgroups" of women who contribute to the university. Struna says the receptions also offer women an opportunity to get to know one another. "In building the larger community, we need to take these smaller steps," says Struna.

On Dec. 9, the PCWI is hosting a reception for "scholarly women;" women faculty members who have accomplished major scholarly tasks, such as receiving research grants, completing books based on their research, and earning tenure or promotion, fellowships and GRB grants. "The goal is to get women to see themselves as part of a larger community," says Struna.

Last week, Struna and Ellin Scholnick, another member of the commission, attended the Women's Legislative Caucus reception in Annapolis. Between that reception and a proposed meeting with Patricia Florestano of the Maryland Higher Education Commission, the PCWI hopes to discuss issues concerning higher education in the state.

Struna says she hopes to hold one of the commission's monthly meetings in LaPlata Hall, the remaining single-sex (women's) dormitory on campus. The commission, says Struna, is working to maintain LaPlata as a single-gender dorm. She also sees the benefit of hosting a meeting among students to encourage their participation in the commission as well.

For more than 20 years, the PCWI has been an advocate for women on campus, whether students, faculty or staff. Within the commission are several committees addressing issues such as child care, women's health, workplace environment, professional concepts exchange, classified staff issues, associate staff issues, women of color and undergraduate women's leadership.

The group meets monthly throughout the academic year. These gatherings are open to all interested persons on campus. For more information about the commission, please call 405-5806.

Snow Business

When the word goes out from Acting Vice President of Academic Affairs and Provost Nelson Markley that the snow is going to disrupt the university's daily routine, you can be sure that the crew from Physical Plant will be on-duty to put things back to normal as quickly as possible.

Frank Brewer, director of Physical Plant, arrives on campus at approximately 4:30 a.m. to observe conditions of roads, parking lots, sidewalks and steps. He then calls Markley by 5:30 a.m. to review conditions and make closing recommendations. The safety of students, faculty and staff is always the primary concern.

Brewer also takes into consideration the status of major arteries on the way to campus, the condition of shuttle bus feeder routes, the extent of physical plant mobilization and the weather forecast from two sources.

In the event of snow, students, faculty and staff should tune into local radio and television stations beginning at 6 a.m. to hear one of the following messages: The University of Maryland at College Park campus is closed or the University of Maryland campus opening will be delayed for a specific number of hours.

If no information is given, personnel should assume that the campus is open. If closed, both day and night classes are canceled. The decision to close the campus or delay its opening applies to everyone, excluding those individuals designated as "essential."

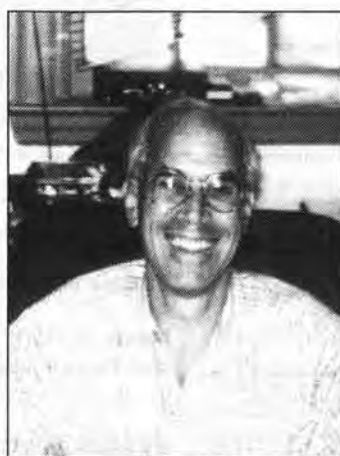
As soon as a snow emergency decision is determined, the University Relations Office calls selected media. Although the university tries to insure that its message is used, it cannot control announcements presented through radio or TV.

Snow closing information is also available on the university's home page or by calling 405-1000 to hear a recording.

Five Faculty Awarded Two-Year Distinguished Research Fellowships

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Research. He earned his bachelor of science degree in the field of chemical engineering from the Universidade Federal do Parana in Brazil. After being awarded the Fulbright Fellowship, he chose to pursue graduate studies in the United States. He earned his master's degree and Ph.D. from the University of Maryland physics department then joined the University of California at Berkeley, where he was a post-doc for three years. He returned to the University of Maryland as a member of the Institute for Plasma Research. Grebogi is a Fellow of the American Physical Society. His previous honors include the Senior Humboldt Prize (Germany) and the Toshiba Chair (Japan). He is a member of five scientific societies.



Norbert Hornstein

Norbert Hornstein *College of Arts and Humanities*

Born in Montreal, Canada, Hornstein, a linguistics professor, graduated from McGill University in 1975 with a bachelor's degree, with honors, in philosophy. In 1979 he earned his Ph.D. in philosophy from Harvard University. He is the author of three books, an editor of two others and has published 42 articles or reviews. Currently he is working on two future book-length projects. In 1988, he received the Student's Award for Excellence in Teaching.

Ellen Williams *College of Computer, Mathematical and Physical Sciences*

Williams, professor of physics, received her Ph.D. in chemistry from the California Institute of Technology. In 1981, she was appointed to the University of Maryland as a research associate, was promoted to full professor in 1991 and holds joint appointments in the department of physics and the Institute for Physical Science and Technology. She was director of the Chemical Physics program for three

years and is currently director of a \$8.3 million grant from the National Science Foundation to support research in materials science and engineering. Early in her career, Williams received a five-year Presidential Young Investigator Award from NSF and shortly thereafter a Young Investigator Award from the Office of Naval Research. She continues to receive recognition of her scientific achievements and is a Fellow of the Japan Society for the Promotion of Science, the American Vacuum Society and the American Physical Society. She has previously been honored as the recipient of the E. W. Mueller Award, and the American Physical Society Maria Goeppert-Mayer Award. She is the recipient of the 1996 Outstanding Woman of The Year Award from the President's Commission on Women's Issues.



Ellen Williams

Calendar of Events November 19-December 3

Tuesday, Nov. 19

Brochure and Flyer Design: "Design Brochures and Flyers on a Budget," covers the basics of layout and design, 9 a.m.-noon, 1101U Chesapeake Bldg. Registration required. 5-5651.

Fifth Annual Holiday Job Promotion: Hire additional part-time and Federal Work-Study staff for the holiday break, shake hands with students who are seeking part-time employment, meet students in one central location and increase your student work force, 10 a.m.-2 p.m., Student Employment Center at the Career Center, Atrium, Stamp Student Union.

Holiday Job Fair: An opportunity for students to meet with employers, both on- and off-campus, about holiday part-time positions, 10 a.m.-2 p.m., Atrium, Stamp Student Union. 4-7225.

Biography/Women's History Series: "Pearl S. Buck: A Cultural Biography" is a dual portrait of one of the century's most influential individuals and of the parallel course of American and Chinese history and politics during the 19th and 20th centuries. Her biographer, Peter Conn, will discuss her influence on Sino-American relations, noon, National Archives Theater, Downtown National Archives building, Pennsylvania Avenue between 7th and 9th Streets, NW. 202-501-5000.

Virtual Job Fair: Students who are registered for TERP Online can meet "face to face" with employers about full-time employment opportunities using the Career Center's recently purchased video conference system. As many as 40 employing organizations are expected to attend the fair, many of which do not traditionally come to campus for on-campus interviewing, noon, 3121 Hornbake, South Wing. 4-7225.

Music Workshop: Lunch/Workshop of Mediterranean music featuring Avi Hu Medina, noon, 2154 Tawes Fine Arts Bldg. 5-4975.

Maryland Opera Studio Lecture: "The Diva in the Detective Story," Susan Leonard and Rebecca Pope, 12:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

DIALOG Class: Review the search process and learn the basic commands, 12:30-2:30 p.m., 4M100G McKeldin Library. 5-9072.

Victor Class: Victor classes teach the basic commands needed to locate materials in the libraries, 1-2:15 p.m., 4M100E McKeldin Library. 5-9254.

Power Seminar: "Professional Power Signals," shows how to send positive signals for success through appearance, work, posture, language and attitude, 1:30-4 p.m., 1101U Chesapeake Bldg. Registration required. 5-5651.

Maryland Opera Studio: Panel discussion, 2 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-5546.

DIALOG Class: Review the search process and learn the basic commands, 2:30-4:30 p.m., 4M100G McKeldin Library. 5-9070.

Maryland Opera Studio: "Every Day Life and Carmen," Carol Mossman, 3:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

Physics Lecture: "Coherence and Chaos in Laser Dynamics," Rajarshi Roy, Georgia Institute of Technology, 4 p.m., 1410 Physics Bldg. 5-5945.

Maryland Opera Studio Symposia: Panel discussion with students, 4 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-5546.

First Year Book Series: "Groundhog Day," 5 p.m., Hoff Theater, Stamp Student Union.

WAM Seminar: "Introduction to Your WAM Account," 6-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.*

Maryland Opera Studio Performance: "The Fatal Song," a new book written by Kathleen Cahill and directed by Leon Major. Familiar arias and duets are set in a new context. Musical arrangements and new music arranged by Lestor, 7:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

Movie at Hoff: "Naked Lunch," 7:30 p.m., Hoff Theater, Stamp Student Union.

Dance Concert: Maryland Dance Ensemble Fall Concert, 8 p.m., Dorothy Madden Theater. 5-3198.*

Wednesday, Nov. 20

PRD Training: "Performance Review and Development Training for New Employees," is required for all non-faculty employees at the university. The session includes an orientation on PRD and skills for training involvement in the process. 8:30 a.m.-noon and 1-4:30 p.m., 1101U Chesapeake Bldg. Registration required. 5-5651.

CPR Class: Learn adult CPR and the Heimlich maneuver, 9 a.m.-noon, University Police Station. Must register in advance by calling. 4-8103.*

Architecture Lecture: "Gated Communities — Mostly about Gates; Not Much About Communities," Roger Lewis, architecture professor, noon, Counseling Center Testing Room, Shoemaker Bldg.

Investor's Group: "Initial Meeting for the Investor's Group of Faculty and Staff," will focus on educational aspects in order to assist all members of the university community in identifying mutual funds and individual investments, retirement options and other financial planning issues, noon, 2283 Zoo-Psych Bldg. 5-9045.

Virtual Job Fair: Students who are registered for TERP Online can meet "face to face" with employers about full-time employment opportunities using the Career Center's recently purchased video conference system. As many as 40 employing organizations are expected to attend the fair, many of which do not traditionally come to campus for on-campus interviewing, noon, 3121 Hornbake, South Wing. 4-7225.

Molecular and Cell Biology Seminar Series: "Genes that Control the Initiation and Patterning of Flowers," Detlef Weigel, Salk Institute for Biological Sciences, noon, 1208 Zoology-Psychology. 5-6991.

Maryland Opera Studio: "Willful Women's Wanton Wiles," recital by Jane Tavernier, 12:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

Astronomy Colloquia: "The propagation of the highest energy particles in cosmic rays

through the universe: Analogies to the interaction of the solar wind and the interstellar medium," Peter Biermann, 4 p.m., 2400 Computer & Space Sciences Bldg.

Career Seminar: "What Color is Your Parachute: Job Hunting Online," 4 p.m., Grand Ballroom, Stamp Student Union. 4-7225.

Maryland Opera Studio: "Women in Pants: Trouser Roles from the 16th & 17th Century," recital by Joy Ratcliff, 5 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

Movie at Hoff: "Blazing Saddles," midnight, Hoff Theater, Stamp Student Union.

Thursday, Nov. 21

Virtual Job Fair: Students who are registered for TERP Online can meet "face to face" with employers about full-time employment opportunities using the Career Center's recently purchased video conference system. As many as 40 employing organizations are expected to attend the fair, many of which do not traditionally come to campus for on-campus interviewing, noon, 3121 Hornbake, South Wing. 4-7225.

Center for Teaching Excellence Seminar: "Large Classes II," Model large class tips and examples, 3-4:30 p.m., Maryland Room, Marie Mount. 5-9368.

Architecture Exhibit: "Light Construction," features more than 30 projects from 10 countries, including works by Jean Nouvel, Rem Koolhaas, and others, 3-6 p.m., School of Architecture Gallery.

Maryland Opera Studio: "Women in Pants: Trouser Roles from the 16th & 17th Century," recital by Joy Ratcliff, 5 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

Excel Workshop: "Intermediate Microsoft Excel Windows," 6-9 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.

On-Line Workshop: "On-Line Academic Tools," 6-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.

Shakespeare Performance: Shakespeare's "Julius Caesar" performed by the Shenandoah Shakespeare Express, 8 p.m., Hoff Theater, Stamp Student Union. 5-6771.*

Maryland Opera Studio Performance: "The Medium" by Menotti, 8 p.m., Pugliese Theatre. 5-1150.

Dance Concert: Maryland Dance Ensemble Fall Concert, 8 p.m., Dorothy Madden Theater. 5-3198.*

Movie at Hoff: "Blazing Saddles," midnight, Hoff Theater, Stamp Student Union.*

Friday, Nov. 22

Native American History Month Screening: "A Weave of Time: The Story of a Navajo Family, 1938-1986," In 1938 noted anthropologist John Adair traveled to the Navajo reservation in Pine Springs, AZ, with a 16mm "hand-wind" motion picture camera. There Adair met and filmed the Burnside family, creating a visual record of Navajo life in the 1930s. This rare historical footage is woven together with contemporary scenes and interviews with the Burnside family in the 1980s,

Of Magic Woodlands and Dancing Fairies

Although the brisk winds and cold of winter are quickly approaching, an upcoming University Theatre production has a warmer theme in preparation for the blustery days ahead.

University Theatre presents the National Players production of William Shakespeare's "A Midsummer Night's Dream," Dec. 5-8. Performances take place in Tawes Theater Dec. 5-7 at 8 p.m., and Dec. 8 at 2 p.m. A special matinee performance is offered Dec. 5 at 9:45 a.m.

National Players is the university's resident classical touring company, as well as America's longest-running classical touring company.

"Each new production or criticism of 'A Midsummer Night's Dream' will yield a slightly different vision of Shakespeare's original play," says Michael O'Hara, study guide author for the play. "The National Players' production will create its own magic woodland where fairies dance supernaturally and love finds its own course through trial and error."

The play is co-directed by Halo Wines and Jim Petosa, both of whom have extensive experience in artistic directing for stage productions. The production also features set design by Dan Conway, whose design assignments include work for NBC Television, off-Broadway and regional theatres. Helen Huang is the production's costume designer and lighting is designed by Daniel MacLean Wagner.

Tickets are \$10 standard admission, \$7 for students and senior citizens. Tickets are available through mail order now or by phone charge beginning Tuesday, Nov. 26.

For reservations or for further information call the University Theatre Box Office at 405-2201.

Society of Women Engineers: Third General Meeting, 5 p.m., 1202 Engineering Bldg. 5-3873.

Movie at Hoff: "Independence Day," 5 p.m., Hoff Theater, Stamp Student Union.

Stress Seminar: "Stress Reduction Techniques and Discussion," Edie Anderson, 5 p.m., 2101 University Health Center. 4-8140.

WordPerfect Windows Training: "Intermediate WordPerfect Windows," 6-9 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.*

Gallery Talk: Willem de Looper discusses his current exhibit, 7 p.m., The Art Gallery, Art-Sociology Bldg. 5-2763.

Movie at Hoff: "Naked Lunch," 7:30 p.m., Hoff Theater, Stamp Student Union.

Maryland Opera Studio: "Looney Tunes and Merrie Melodies: Donizetti Mad Scenes," Martha Duersten-Pettit, 8 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

Dance Concert: Maryland Dance Ensemble Fall Concert, 8 p.m., Dorothy Madden Theater, Dance Bldg. 5-3198.*

noon, National Archives Theater, Downtown National Archives building, Pennsylvania Ave. between 7th and 9th Streets, NW. 202-501-5000.

Virtual Job Fair: Students who are registered for TERP Online can meet "face to face" with employers about full-time employment opportunities using the Career Center's recently purchased video conference system. As many as 40 employing organizations are expected to attend the fair, many of which do not traditionally come to campus for on-campus interviewing, noon, 3121 Hornbake, South Wing. 4-7225.

Maryland Opera Studio:

"Willful Women's Wanton Wiles," recital by Jane Tavernier, 12:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

Materials and Nuclear Engineering Weekly Seminars:

"Engineering Applications of Finite Element Methods," S. Aggarwal, 1 p.m., 2110 Chemical and Nuclear Engineering Bldg.

Maryland Opera Studio Performance:

"The Fatal Song," a new book written by Kathleen Cahill and directed by Leon Major. Familiar arias and duets are set in a new context. Musical arrangements and new music arranged by Lestor, 7:30 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.*

Movie at Hoff: "Naked Lunch," 7:30 p.m., Hoff Theater, Stamp Student Union.*

Dance Concert: Maryland Dance Ensemble Fall Concert, 8 p.m., Dorothy Madden Theater. 5-3198.*

Movie at Hoff: "Independence Day," 9 p.m., Hoff Theater, Stamp Student Union.*

Movie at Hoff: "Blazing Saddles," midnight, Hoff Theater, Stamp Student Union.*



Muir String Quartet performs in the Ulrich Recital Hall of Tawes Fine Arts Building, Nov. 23-24. For more information, call 403-4240 or <http://www.wam.umd.edu/~consocmd>

Saturday, Nov. 23

Event at Hoff: "Equity 2000," 8 a.m., Hoff Theater, Stamp Student Union.

Victor Class: Victor classes teach the basic commands needed to locate materials in the libraries, 11 a.m.-12:15 p.m., 4M100E McKeldin Library. 5-9254.

DIALOG Class: Review the search process and learn the basic commands, 12:30-2:30 p.m., 4M100G McKeldin Library. 5-9072.

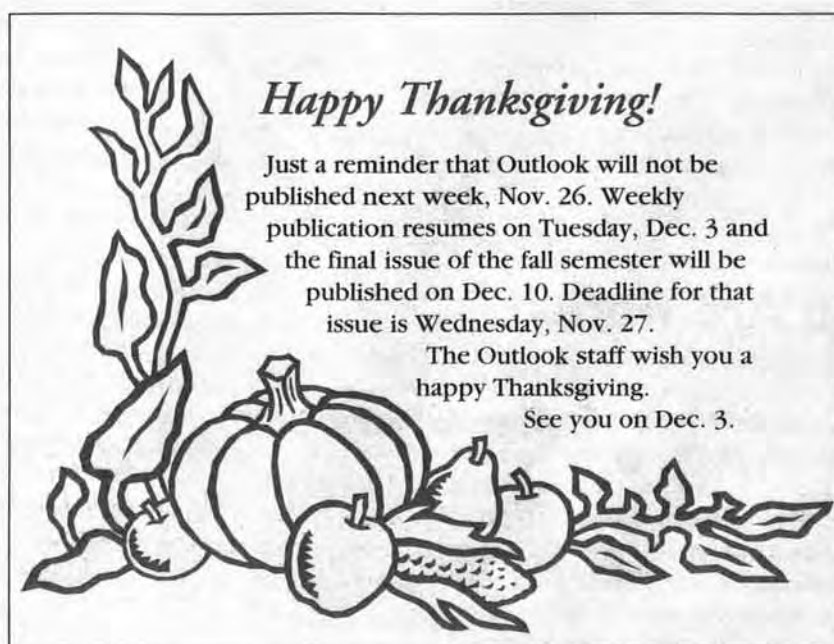
Architecture Exhibit: "Light Construction," features more than 30 projects from 10 coun-

tries, including works by Jean Nouvel, Rem Koolhaas, and others, 3-6 p.m., School of Architecture Gallery.

Maryland Opera Studio Performance:

"The Medium" by Menotti, 8 p.m., Pugliese Theatre. 5-1150.

Concert Society at Maryland: Muir String Quartet concludes its cycle of the complete Beethoven quartets. The program will include Op. 18, No. 3; Op. 133 and Op. 59, No. 1, 8 p.m., Ulrich Recital Hall, Tawes Fine Arts Building. 403-4240 or <http://www.wam.umd.edu/~consocmd>.



Movie at Hoff: "Independence Day," 9 p.m., Hoff Theater, Stamp Student Union.*

Movie at Hoff: "Blazing Saddles," midnight, Hoff Theater, Stamp Student Union.*

Sunday, Nov. 24

Maryland Opera Studio Performance: "The Medium" by Menotti, 2 p.m., Pugliese Theatre. 5-1150.

Concert Society at Maryland: Muir String Quartet concludes its cycle of the complete Beethoven quartets. The program will include Op. 18, No. 3; Op. 133 and Op. 59, No. 1, 3 p.m., Ulrich Recital Hall, Tawes Fine Arts Building. 403-4240 or <http://www.wam.umd.edu/~consocmd>.

Movie at Hoff: "Invasion of the Body Snatchers," 3 p.m., Hoff Theater, Stamp Student Union.*

Computer Peer Training: "Imagemapping Seminar," 6-7:30 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.*

Quartet Open Rehearsal: Guarneri String Quartet, 7 p.m., Ulrich Recital Hall, Tawes Fine Arts Bldg. 5-1150.

Computer Peer Training: "Imagemapping Seminar," 7:30-9 p.m., 3332 Computer & Space Sciences Bldg. 5-2941.*

Tuesday, Nov. 26

Finance Seminar: "Financial Strategies for Changing Times," takes a comprehensive look at your total financial picture and identifies strengths and weaknesses to help cope with uncertain financial times, 9 a.m.-noon, 1101U Chesapeake Bldg, Registration required. 5-5651.

Computer Peer Training: "On-Line Academic Tools," 6-9 p.m., 3330 Computer & Space Sciences Bldg. 5-2941.*

Wednesday, Nov. 27

Victor Class: Victor classes teach the basic commands needed to locate materials in the libraries, 1-2:15 p.m., 4M100E McKeldin Library. 5-9254.

DIALOG Class: Review the search process and learn the basic commands, 2:30-4:30 p.m., 4M100G McKeldin Library. 5-9070.

Architecture Exhibit: "Light Construction," features more than 30 projects from 10 countries, including works by Jean Nouvel, Rem Koolhaas, and others, 3-6 p.m., School of Architecture Gallery.

Monday, Dec. 2

DIALOG Class: Review the search process and learn the basic commands, 2-4 p.m., 4M100G McKeldin Library. 5-9070.

Computer Science at College Park Lecture Series:

"RSVP and Integrated Services on the Internet," Debanjan Saha, 4 p.m., 1112 A.V. Williams Bldg. 5-2661.

Physics Lecture:

"How Do Fluids Mix?" Jerry Gollub, Haverford College and the University of Pennsylvania, 4 p.m., 1410 Physics Bldg. 5-5945.

Tuesday, Dec. 3

Desk Clutter Solutions: "Desk Clutter Management," if you're buried in paper, unable to locate what you need when you need it, or feel overwhelmed by the information explosion, this class shows how to set up an information management system to help eliminate clutter and bring order, 9 a.m.-noon, 1101U Chesapeake Bldg. Registration required. 5-5651.*

PRD Training: "Performance, Review, Development Training for New Supervisors," includes a brief orientation to PRD and additional management skills training for supervisors using the process, 1-4:30 p.m., 1101U Chesapeake Bldg. Registration required. 5-5651.

CPR Class: Learn adult CPR and Heimlich maneuver, 6-9:30 p.m., 3100E University Health Center. Must register and pay in advance in 2118 of the University Health Center. 4-8132.*

Calendar Guide

Calendar phone numbers listed as 4-xxxx or 5-xxxx stand for the prefix 314- or 405- respectively. Events are free and open to the public unless noted by an asterisk (*)

In the absence of a calendar editor, all calendar information for Outlook is downloaded directly from inform's master calendar, located on the Internet. The editors regret that we are unable to accept calendar items at the Outlook office. However, submissions to inform can be made by e-mail to: calendar@umail.umd.edu or by mailing the information to the inform office at 2107 Stamp Student Union. To reach the inform calendar editors by phone, call 405-0825.

Please note that the inform calendar editors do not work for Outlook. They do, however, graciously welcome items for submission and input the information, ensuring a comprehensive calendar for both inform and Outlook.

Listings highlighted in color have been designated as Diversity Year events by the Diversity Initiative Committee.

Students Discover that Rome Wasn't Built in a Day

"You don't have to be Roman to be Roman" is the theme of Latin Day 1996, a program for area high schools and middle schools, sponsored by the university's Classics Department.

The focus of this year's event is the saying, "Rome wasn't built in a day," and applies to Rome's slow creation of civic equality and sense of unity among very diverse peoples with different languages and cultures.

The dramatized presentation, which takes place on Tuesday, Nov. 26, first looks at the founding myth of Rome, which says that all Romans were immigrants. It then stages Roman interaction with three of the other major cultural groups in the Mediterranean area, Carthaginians, Gauls and Egyptians. A common thread running through the presentations is the Roman practice of granting Roman citizenship to inhabitants of the territories incorporated in the Roman Empire, thus renouncing any ethnic definition of "Romanness."

High school and middle school students will participate in a number of ways: as actors, as Gauls debating whether to join the Roman state and as contestants in a quiz contest where their moves are plotted on a map of the Mediterranean. Each school is also invited to bring a banner representing a Roman province for a parade of banners followed by individual presentation of the province on stage.

This year the coordinator of the program is associate professor Eva Stehle. For more information, call 405-2019.

Programming Session Discusses Cilk Process

"Algorithmic Multithreaded Programming" is the topic of a lecture being held Nov. 22 at 10:30 a.m. in room 1202 of the Engineering Classroom Building.

The speaker for the event is Charles Leiserson of the Massachusetts Institute of Technology.

The lecture presents a discussion of Cilk as a parallel programming language that allows programmers to write resource-oblivious parallel programs that nevertheless use resources predictably and efficiently. The Cilk language allows programmers to specify the interactions among computational threads in a high level fashion, and then Cilk's run-time system maps the computation onto available physical resources dynamically in probably efficient fashion.

For more information, contact Barbara Aycock at 405-3677.

By Way of Trains, Subways and Automobiles

Some Employees Trade Commuting Convenience for Life outside the Washington Suburbs

One day John Van Brunt went to the local hardware store in New Windsor, Md. He bought a can of primer for a painting project he was doing on his 28-acre sheep farm in nearby Marston, and then left.

Soon after he got home, Van Brunt got a phone call from the man whose wife sold him the primer. The salesman got Van Brunt's phone number from his check. It turned out that the primer was not the right kind and would have caused the paint to peel off.

Van Brunt was thankful the salesman caught the mistake, but what impressed Van Brunt was that the salesman took the time and concern to let him know of the error.

This is just one of the many advantages of living in this rural part of Carroll County, according to the former resident of Prince George's and Montgomery counties and director of the Learning Assistance Service. He said he could not see something like this happening at a chain hardware store in a Washington suburb.

Van Brunt is one of a select group among the university's faculty and staff who live far from College Park and have to commute long distances, either from within the state of Maryland and beyond.

These long-distance commuters use various means to arrive at campus and operate according to different schedules, but many of them enjoy at least certain aspects of their situations to the extent that they would not have it any other way. Living closer would be unlikely for them to do.

George Oliver, an English instructor, would rather live where he does now, in Martinsburg, W.Va., as he is able to afford a house and a half acre of land there. In the D.C. area such a deal is not possible.

"Everything is cheaper," Oliver says, referring to his present home. He says he just recently moved to Martinsburg, but he has been living in West Virginia for the last eight years.

Oliver also enjoys living in a small town. The former D.C.-area resident does not want to deal with the stresses of living in a city at this point.

Maintenance supervisor Richard Hall was born and raised in Washington, D.C., but decided to move away from the area and to the country almost nine years ago. The resident of Front Royal, Va., enjoys living in a place where there is fresh air, mountains and fishing.

"I'm living in an environment that I enjoy," he says. "Getting away from work is truly a getaway."

Hall makes an hour-and-a-half drive to campus on Monday morning and during the week stays at the home of a friend. He then drives back home in his 1980 four-cylinder Ford Fairmont on Friday evenings.

Although driving is a popular and sometimes necessary preference for long-distance commuters, some also use the train.

Art professor Claudia DeMonte has ridden the train to the university from New York city for several years. This semester, she says she makes one round-trip per week to attend the classes she teaches and other meetings.

Although there are benefits to living in New York city, such as being at the hub of the art world and getting to see Broadway shows such as "Rent," there are also disadvantages to living so far away from the university.

"The weather is a nightmare," says DeMonte, who is also director of the graduate program in the art department. Often the weather differs between College Park and New York, sometimes as much as 10 degrees. Also, it is frustrating to come to the school from such a long distance only to find it has closed because of snow.

Various train delays and accidents are not only frustrating, especially because such things are out of her control, but they are a major inconvenience in trying to get here on time.

But the advantages of living in Soho, where she and

her husband own a loft, are great, she says. Because both she and her husband are artists and teachers, both of their careers have benefitted from living in Manhattan.

Oliver either drives to College Park from his home in Martinsburg, or takes the train for his two to three commutes per week. Door-to-door, he says the train takes him an average of two-and-a-half hours. Driving takes him nearly as long.

The two disadvantages for Oliver when taking the train are that there are a limited number of trains going to and from Martinsburg every day, and it is hard to get to College Park at 8 a.m. by train. On the days he has an early class and at times when he tries

Silver Spring, where he transfers to the UM Shuttle bus, and during the ride he is able to correct papers.

DeMonte also says she gets a good deal of work done during her train time, because she has a laptop and is able to do a lot of paperwork.

Bobbie Lee, who lives in Hanover, Pa., drives to nearby Owings Mills to take the subway into Baltimore, then picks up the MARC train at Camden Yards that will deliver her to College Park. The commute, which she just recently started making, takes her about three hours to get from her home to her office at the university.

Cost of living concerns can be a reason why people live outside the immediate area. Oliver says when you live on a certain income, "you have to make your money stretch."

Part of making money "stretch" for him is disallowing students from making collect calls. This generally discourages students from calling him at home, he says, and the only calls he generally gets are the more harrowing, emergency calls.

For example, Oliver feels a certain disconnectedness from Martinsburg, but because he is at the university more than he is at his home, he does not feel that way about the campus.

DeMonte has always felt a certain "kinship," with the state of Maryland, especially since her mother is from Baltimore.

"I think of it as a very special place," she says.

That she does a tremendous amount of traveling to other places keeps her from feeling estranged from the school as a result of being so far away.

DeMonte has traveled to 70 countries in the last 15 years, including Thailand, she says.

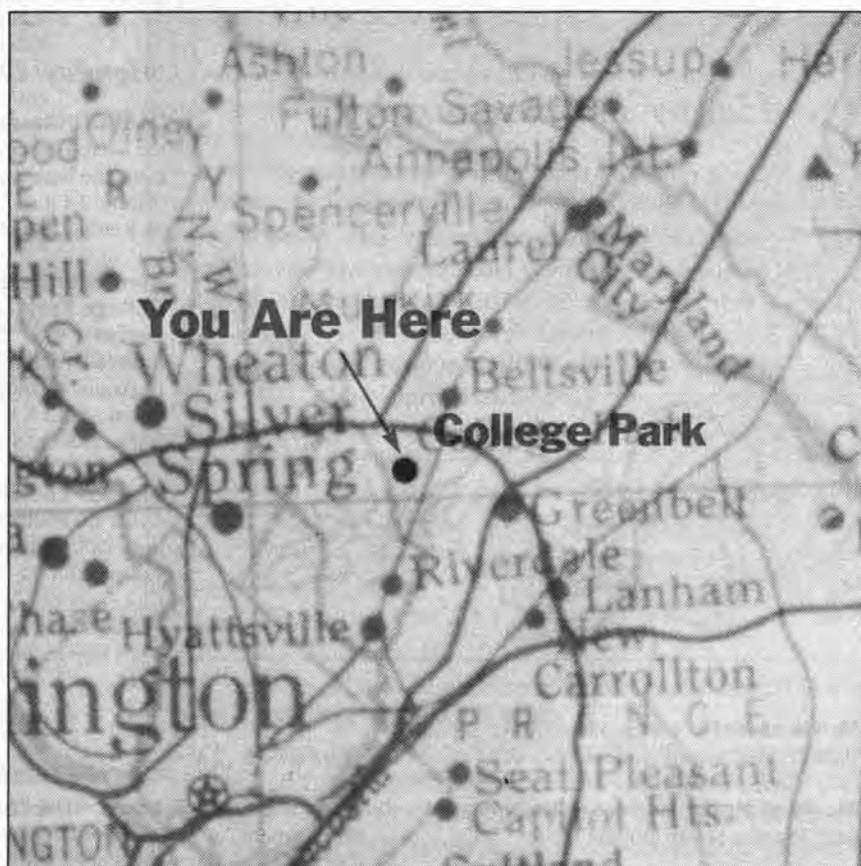
Some commuters cite one of the disadvantages of living far away is that you cannot engage in any activities that go on at the university or in the area.

DeMonte regrets that not only does she have to pass up performances and other events that happen on campus but also she wishes she were able to socialize more with her colleagues and friends who live in the Maryland-D.C. area.

Not everyone would make these kind of long-distance commutes to their job, and even some people who do it recog-

nize there is a trade-off involved in the advantages and disadvantages of living far away from College Park. But for many people who have been commuting this way, especially for those who have been doing it a long time, the benefits win out.

—LOREN GOLOSKI



College Park to:

New Windsor, Maryland	65 miles*
Hanover, Pennsylvania:	70 miles*
Front Royal, Virginia:	86 miles*
Martinsburg, West Virginia:	90 miles*
SoHo (New York City):	230 miles*

*mileage is approximate

to lessen his need to commute, he will try to make arrangements the day or night before to stay with friends or colleagues in the area.

Some traingoes say that their ride is usually tolerable and it gives them a chance to get work done.

Oliver says riding on the train is generally not bad. There is a breakfast car on the train he rides in to

Carpooling Eases the Commuter Blues

Distressed with a long commute or constant parking hassles? Then carpooling may be a viable option for those who want to a less stressful trek to work.

The Office of Commuter Affairs and the Department of Campus Parking recently introduced a carpooling system titled the High Occupancy Vehicle Parking Program-HOVP-3.

Carpooling's benefits range from economic savings to stress reduction. As part of HOVP-3, carpooling also means guaranteed, convenient parking.

To set up a carpool, you first have to find people who are willing to join in on the venture. Then choose a convenient, central location and set up a schedule which revolves around everyone's daily schedule.

To aid in the process of getting together a carpool, the Office of Commuter Affairs maintains a carpool notebook that's organized by city. The office also offers information about a similar ride-sharing program that gathers interested commuter's information via 800-number and computer database.

After the carpool is in place, participants can choose to take part in the HOVP-3 program which allows carpoolers to park in a lot that is closer to the center of campus. The program is open to all faculty, staff and students and features specially designated spaces in Lot 5, Lot 1F and Log G6. Sign-up for HOVP-3 is ongoing throughout the year.

For more information on HOVP-3, call 314-5374 or stop by the Office of Commuter Affairs. Or call the Department of Campus Parking at 314-PARK. To find out about the ride-sharing program call (800) 492-3757.

Barbara Hope Coordinates Pieces of Data Management Puzzle

continued from page 1

istrative affairs. She sees her role as "managing university data so that members of the community have access to reliable, accurate, secure data when they need it to perform their jobs."

Hope also emphasizes that she is a facilitator.

Solving data problems often involves researching the history behind a problem, bringing together both the producers and end users of the data to discuss its usage, and finding mutual solutions. "What I often find is that researching data history may lead to discussions with 10 different people to find out why we recorded data the way we did." The answers are both interesting and surprising but lead to an understanding which is essential for resolving data issues and problems. "With this coordinating role, I bring together policymakers, end users, managers of data subsets and technical staff to discuss, resolve and implement issues surrounding data management."

Two new campus committees will help facilitate this process. A Data Policy Committee will be responsible for establishing policies and guidelines governing the development and management of campus wide data and databases. A Data Administration Technical Advisory Committee will be responsible for identification of data issues, recommendation for change and implementation of data policy.

Many of the university's data problems have occurred because the campus databases reside on different platforms and were developed independently. Because of this there are many "data disconnects"—data elements with different data definitions, missing data elements, duplicated data and an inability to combine data from different databases. The good news, says Hope, is that with new technologies and new software applications, the university has some excellent opportunities to correct many of the existing problems.

One such opportunity is the FMIS project. This is a UMS project to replace the university's current human resources, payroll, time & attendance, purchasing and financial business systems. Campus involvement through local university teams as well as university representation on system level JAD teams will help in defining an integrated system which will meet end user needs. Hope is a representative on the HR/Payroll

University of Maryland and UMS team and is enthusiastic about representing the campus from both a business process as well as data standpoint.

Because there are so many databases with different kinds of data, Hope says she wants to start cataloging them. "People don't always know where data are,

who manages data and how to access it." Working with the Data Policy Committee, she hopes to develop a data management structure for campus which will be documented and available for reference on a campus web site. In addition, she will turn to the Policy Committee to

"If you are uninformed about the data you are using, you can make bad assumptions because you don't understand what's behind the numbers."

—Barbara Hope,

director of data administration

help with resolution and definition for issues revolving around who should have access to what kind of data.

Inconsistent data definitions also hamper data management, says Hope. "We have data elements which are defined from a technical standpoint, but not from a user standpoint. Hope uses as an example the word "faculty." Faculty could be defined by (1) instructional or non-instructional, (2) source of funding, (3) tenure status, (4) full-time/part-time, etc. Although the definitions may be very different, none of them are incorrect in a particular context.

Once the definitions for the campus are established, Hope says they should be used when reporting data. "If you are uninformed about the data you are using, you can make bad assumptions because you don't understand what's behind the numbers."

Already, Hope says they've begun cataloging the definitions of the data and are working toward storing them in a central location. Once she and her staff get further along, Hope says she'd like to make the definitions accessible on the Web.

Another project, begun as a pilot project one year ago, is a data warehouse for administrators on campus. "With the data warehouse we move data off our transactional platforms to more accessible platforms so that end users can query and analyze their own data from their desktop," says Hope.

So far, says Hope, the warehouse has been quite successful. Human resource and academic resource system data have been loaded into the warehouse.

Soon, faculty scheduling data and contract and grant data will be added. There are also plans to add student data from the Student Information System.

"What's been particularly nice about the pilot project is that it forces issues of data integration, because when you build a data warehouse, all of those data disconnects pop out and you must deal with them. We end up identifying data problems, fixing them and cleaning up the data," Hope says.

The warehouse is a joint effort. Hope works with the Administrative Computer Center, Academic Data Systems, Academic Information Technology Services, the Planning Office, managers of campus data subsets and end users to coordinate the project. She oversees all of the data elements and their naming standards for the warehouse.

Hope says she's trying to educate people on the difference between transactional data and frozen data. Frozen data are captured at the same moment every year or semester in order to provide consistent data for the purpose of comparison or longitudinal studies. The Office of Institutional Studies and the Planning Office are required to use frozen data for national reporting. "This can cause confusion when reports using frozen data are distributed to departments. For example, if a student enrolled the day after a snapshot was taken, he or she will not be counted in the frozen data."

Retroactive changes to the transactional data systems are also not reflected in the frozen data. "It's not that it's wrong. The data are accurate as of the snapshot."

Hope's office also is working jointly on a project to produce a "one-stop shop" on the Web for administrative information. Designed in the same manner as the student Testudo web site, this new web site should offer a single place where faculty, staff and administrators can go to perform administrative functions which reside on the web.

While data are important in help with decision making, Hope cautions that "they are not the end all. It's very dangerous to look at the data alone. You need to know the why behind it and understand the qualitative factors which explain it."

What could be an overwhelming job for Hope is, in fact, energizing, she says. "Each little problem you solve builds the foundation a little stronger," she says. "I get a charge out of that. I want to see the campus move ahead with its data infrastructure." Hope says it drives her to serve the community.

"It's not a small job and it's not going to be easy, but I think we've got a lot to gain."

Personnel Services Accepting Employee Tuition Remission Forms

The Personnel Services Department is now accepting all tuition remission forms for the Spring, 1997 semester. Following are instructions to facilitate the approval and processing of the required forms.

Employee Tuition Remission

Employees must contact their departments requesting preparation of a Request for Tuition Remission form. To be eligible for this benefit, employees must be on active payroll 50 percent of the time or more. The effective date on the payroll must be no later than Feb. 12, 1997. The completed form, with the appropriate approval should be submitted in a sealed envelope to the Personnel Services Department, Staff Benefits Office for final approval.

Pre-registered students must have their forms submitted by the Staff Benefits Office prior to Jan. 10, 1997. Students registering after Jan. 10 must have their tuition remission form in the Staff Benefits Office by Jan. 27, 1997. Failure to submit the forms may result in cancellation of classes.

All forms must be submitted to Personnel Service no later than the last day of regular registration which is Jan. 29, 1997.

Forms received after the above-listed deadlines will not be processed unless a letter signed by the department head, justifying the lateness, is attached to the tuition remission form.

College Park Employees enrolling at other campus locations must submit the authorized Tuition Remission form to the College Park Personnel Services Department. The employee must indicate the campus he/she will be attending. Approved copies will be returned to the employee for use at registration.

Permanent Employees

The guidelines are two courses, not to exceed seven credits per semester for permanent, full-time faculty and staff.

Permanent, part-time faculty and permanent, part-time staff (at least 50 percent time) will receive tuition remission based on percent of the time on payroll.

Graduate Assistants/Fellows Tuition Remission

Graduate Assistants on the payroll 17 percent or more and effective no later than Feb. 12, 1997 are eligible to receive tuition remission with department approval as follows:

17 percent on payroll - 5 credit hours
33 percent on payroll - 10 credit hours,
Fellows are eligible to receive up to 15 credit hours.

The same procedures as outlined above apply to Graduate Assistants and Fellows.

Spouse and Dependent Tuition Remission

The amount and level of tuition remission is based on the original hire date of the employee. Detailed regulations may be found in the Board of Regents Policy VII 4.20 approved 2/28/92.

Eligible employees with spouse/dependent children should complete and sign the Request for Tuition Remission form, have it approved by their department head, then forward the form in a sealed envelope to the staff Benefits Office before Dec. 15, 1996.

If the established cap has not been reached by Dec. 15, approval letters will be mailed to those employees whose applications have been received by this date. Applications received thereafter will be processed on a first-come, first-served basis until the cap is reached.

Spouse/dependent children planning to register at any campus other than College Park should contact that specific campus for their registrations. The Tuition Remission form must be approved by the College Park Personnel Service Department prior to registration.

Questions regarding any of the above instructions or procedures should be directed to Rita Rock, Staff Benefits Office, room 1101 Chesapeake Bldg, 405-5658.

For Your Interest

A Touch of Jazz

The School of Music presents the University of Maryland Jazz Ensemble's Jazz Showcase Concert on Dec. 4 at 8 p.m. in the Colony Ballroom of the Stamp Union.

Admission is free and the public is invited to attend. For more information call 405-5519.

Long Distance Education

The University of Maryland System's Institute for Distance Education is sponsoring a 10-week course starting in January with 15 slots open to faculty from the state.

The course involves international experts in distance education and uses face-to-face seminars, the World Wide Web and computer mediated communications.

For more information contact: Sue Clabaugh, 405-3702, or e-mail her at sc31@umail.umd.edu.

String Open Rehearsal

The Guarneri String Quartet is holding an open rehearsal on Monday, Nov. 25, 7 p.m. at the Ulrich Recital Hall, Tawes Fine Arts Building.

Admission is free and the public is invited to attend. For more information call (301) 405-5548.

Jingle Bells, Jingle Bells...

Ring in the holiday with the sounds of the University of Maryland Chorus when it presents its Annual Christmas Concerts on Dec. 7 at 8 p.m. and Dec. 8 at 2 p.m. and 5 p.m. in the Memorial Chapel.

Conducted by Paul Traver, the concerts feature holiday brass selections, festive seasonal choruses and carols with organist William Neil. In addition, the audience is invited to sing along with the chorus in traditional carols such as "O Come All Ye Faithful" and "Silent Night." Tickets are \$10 regular admission, \$3 for children under 12 (Dec. 8, 2 p.m. performance only).

For more information, call 405-5568.

TV Services Fund Available

Campus departments, research centers, schools and colleges are invited to submit proposals for a grant award to develop special projects/programs that enhance classrooms instruction projects that can be shown on the Flagship Channel.

The programs that may be considered include continuing education and pilot projects that might be used to solicit external funding for bigger projects. Most awards will be in the range of \$1,000-\$1,500.

For more information, call Kelly Harris at kharris@deans or 405-6540.

Prince George's Juried Exhibition

The Parents' Association Gallery hosts the 8th Annual Prince George's County Juried Exhibition from Dec. 9 through Jan. 5.

The exhibition features the works of 15 artists who were selected from

entries by juror Sammy Hoi, dean of the Corcoran School of Art in Washington, D.C. Four of these artists were cited by Hoi for their art work and awarded cash prizes.

Gallery Hours are Monday through Friday, 10 a.m.-6 p.m. All events are free and open to the public. The Parents' Association Gallery is located next to the information desk on the first floor of the Stamp Student Union.

For more information on the exhibit, call 454-1461.

Investing Funds Wisely

The initial meeting for the Investor's Group for university faculty and staff takes place Wednesday, Nov. 20 at noon in room 2283 of the Zoology-Psychology Building.

The focus of the meeting is educational, to assist all members of the campus community in identifying mutual funds and individual investments, retirement options and other financial planning issues.

The meeting is sponsored by the McKeldin Investor's Group.

For more information, contact Gary Kraske, 405-9045.

Making Facilities Accessible

In accordance with the Americans with Disabilities Act, the university has worked to make its buildings and facilities accessible to people with disabilities. As a result of these efforts, the "ADA Physical Evaluation," a building-by-building printout, is available for review by members of the campus community. To request a copy of this document, call Larry Cook at 405-3446.

In addition to making buildings and facilities physically accessible to all students, faculty, staff and visitors, the university is working toward providing greater programmatic access for people with disabilities. The university is currently asking for help in identifying barriers to program accessibility on campus. Information is needed about specific programs that currently cannot be accessed by individuals having certain disabilities.

To respond, send direct comments to adasurvey@bss1.umd.edu.

What is Europe?

Interested faculty, staff and students are invited to the fourth lecture in the 1996-97 Europe Studies Seminar series on Nov. 20 at 4 p.m. in room 3100 Tydings Hall.

"What is Europe?" is the topic of discussion and the guest speaker is Richard Rose, director of the Center for the Study of Public Policy at the University of Strathclyde in Glasgow. The moderator for the evening is Martin Heisler, professor of government and politics.

For more information, call Heisler at 405-4167.

World Course Funding Available

World Courses is a pilot program of team-taught courses exploring contemporary, broad issues from multiple perspectives. Currently

there is summer money available, funded by the Hewlett Foundation, for the preparation of new World Course for 1997-1998.

Primarily for freshmen and sophomore, each course has an enrollment of 150-200 students. World courses for this semester include The Creative Drive, Origins and the Nile River.

For more information about the procedures to develop and propose a World Course, contact Denny Gulick, through email at dng@math.umd.edu or call 405-5157.

Dance, Dance, Dance

The dance department presents the Maryland Dance Ensemble Fall Concert, this week.

Premier works by faculty, featuring guest artists and student performers are a part of the concert that takes place Nov. 19-22 in the Dorothy Madden Theater in the Dance Building.

Tickets are \$8 general and \$5 for students and seniors.

For more information, call 405-3198.

Recruiting, Retaining, Graduating

Johnetta Davis, associate dean and director for the Office of Graduate Minority Education will present a workshop on "Recruiting, Retaining and Graduating Students of High Quality" on Nov. 26 at 3:30 p.m. in the Multipurpose Room of the Language House.

All faculty, staff and graduate students are invited to attend this third workshop which is sponsored by the Diversity Initiative Faculty Relations Committee and the Associate Provost for Faculty Affairs.

For more information, call 405-5646.

Songs of the Holidays

On Dec. 10 at 8 p.m., the University of Maryland Chorale hosts its Annual Christmas Concert in the Memorial Chapel.

Conductor Roger Folstrom leads the chorale in a program of works by John Paynter, Aaron Copland and Javier Busto, as well as music by Lewandowski, Early American music of Read and Kimball, folk music and spirituals. The centerpiece of the program is Pachelbel's Magnificat.

The Pikesville High School Concert Choir and organist Theodore Guerrant are the featured guests.

Admission is free, with a freewill offering.

For more information call 405-1150.

Give Life, Donate Blood

The University Health Center encourages the community to give a few minutes of time in order to donate blood.

Participants can donate Tuesday, Nov. 26, from 10 a.m. to 6 p.m. in the Tortuga Room of the Stamp Student Union.

Save time by registering in

advance. Call Joanne Kinder at 314-8103 to register.

Black Unity Scholarship Pageant

Nyumburu Cultural Center invites the campus community to the 19th annual Miss Black Unity Scholarship Pageant on Nov. 23 at 7 p.m. in Tawes Theatre.

The Master of Ceremony for the pageant is soap opera star Shemar Moore. The actor portrays the character Malcolm on The Young and the Restless.

A reception immediately follows the pageant.

Admission is \$10 in advance and \$15 at the door. Tickets can be purchased at the Nyumburu Cultural Center or from pageant contestants.

For more information, call 314-7759.

What Color is Your Parachute?

Author Richard Bolles presents a lecture and book signing Nov. 20, from 4 to 5 p.m. in the Grand Ballroom of Stamp Student Union.

"What Color is Your Parachute: Job Hunting Online," is the title of his book and the topic of his presentation.

"The Internet has the potential to revolutionize the job search process," says Bolles. "Used effectively, it can be of significant help to a user's job search."

Washingtonpost.com will run an ongoing demonstration at <http://www.washingtonpost.com/parachute/> in the Grand Ballroom Lounge.

The event is co-sponsored by the Career Center.

For more information, call 314-7225 or visit their web site at <http://www.CareerCenter.umd.edu/>

Here She Is... Miss College Park

The American Legion Auxiliary, College Park Unit 217, will sponsor the seventh annual Miss College Park Scholarship Pageant, to be held at the University of Maryland University College on Feb. 22, 1997.

The competition is an official preliminary to the Miss America competition. Judging is based on talent, physical fitness, evening wear and an interview. The winner receives a \$1000 cash scholarship to the college of her choice, as well as additional prizes and a chance to represent College Park in the 1997 Miss Maryland Pageant.

A community service award winner and two runners-up will also receive cash scholarships.

The pageant is a regional competition and entrants from other cities are welcomed.

The deadline for application is Jan. 25, 1997.

For more information, call Angie Rodriguez at 952-1997.